

and pastors should be proud of the numerous contributions Bethel Missionary Baptist Church has made in the spiritual life of the Crockett community over the past 134 years. May God continue to bless this ministry of service and caring.

RECOGNIZING THE U.S. BORDER PATROL'S SEVENTY-FIVE YEARS OF SERVICE

SPEECH OF

HON. HENRY BONILLA

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, November 10, 1999

Mr. BONILLA. Mr. Speaker, I rise in support of this legislation "recognizing the United States Border Patrol's 75 years of service since its founding."

I have nearly 800 miles of the Texas-Mexico border in my congressional district. I know all too well the extent to which Border Patrol agents meet the daily challenge of keeping our borders safe and curbing the flow of illegal aliens and drugs into the United States with courage, patience and sheer tenacity. They go out every day and fight to keep our borders and our border residents safe.

Our Border Patrol field agents are the best in the business. It is an ongoing battle to keep our borders safe, drug-free and crime free. The Border Patrol is faced with carrying out a tremendous task with limited, often outdated and failing resources. Yet, every day they go out to defend our borders. The brave men and women of the Border Patrol put their lives on the line for us. Those of us in border communities know what a crucial role the Border Patrol plays in protecting our borders daily.

As a Texan I take pride in recognizing the fact that the founding members of the Border Patrol included Texas Rangers, sheriffs and deputized cowboys who patrolled the Texas frontier during the late 1800s and the early 1900s.

I am honored to support this legislation which honors our Border Patrol personnel who serve this nation in defending our borders.

INTRODUCTION OF THE FAIR CREDIT REPORTING AMENDMENTS ACT OF 1999

HON. PETE SESSIONS

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, November 16, 1999

Mr. SESSIONS. Mr. Speaker, today I introduce legislation to provide a technical clarification to the Fair Credit Reporting Act (FCRA). This clarification is necessary to protect workers and small businesses from unsafe work conditions and to root out illegal activity in the workplace.

Provisions of the Fair Credit Reporting Act (FCRA) as amended in 1996 undermine investigations of sexual harassment, embezzlement, workplace violence, drug sales and other illegal activities in the workplace. Because of an interpretation by the Federal Trade Commission (FTC) of the 1996 FCRA amendments, employers who retain investigators, attorneys, or others to conduct inquiries

into unlawful activities subject themselves to the provisions of the Act and must: Provide notice before initiating an investigation; obtain written authorization from the suspect and other employees; upon request, disclose the "nature and scope of the investigation"; and prior to taking any adverse action against an employee, provide the employee a complete and unedited copy of the investigative report.

When the FCRA amendments were passed in 1996, Congress did not intend for such burdensome restrictions to be placed on employers who seek to provide safe, crime free workplaces for their employees.

The Occupational Safety and Health Act requires employers to provide a safe and secure workplace. And Civil rights laws require employers to investigate allegations of sexual harassment and discrimination. Yet, the FCRA makes such inquiries impossible. Even if the employer is able to persuade a suspect employee to consent to an investigation, the investigation could still be thwarted by the accused who may be able to "cover his tracks." Even more important is the chilling effect of providing investigative reports to suspected miscreants. What witness will be forthcoming when they find out the accused will know who spoke to the investigator? What is the logic of asking a deranged employee if you can investigate him?

Americans are all concerned with the rise in incidences of workplace violence, including killings this month in Seattle, Washington and Honolulu, Hawaii. At a time when we are all concerned about workplace violence, the FCRA is tying the hands of employers who attempt to protect their employees.

The application of the FCRA is far broader than Congress intended when the law was amended in 1996. It now undercuts virtually all workplace investigations and may impact on legitimate inquiries outside of the workplace as well. Congress needs to make clear that these investigations are not covered by the Act.

The legislation I introduce today, the Fair Credit Reporting Amendments of 1999, has been drafted through a careful bipartisan process. Concerns from consumer groups and the FTC were incorporated into the final draft of this legislation. The legislation removes the requirement of employee consent for an employer to investigate a limited number of illegal or unsafe activities in the workplace. These limited activities include drug use or sales, violence, sexual harassment, employment discrimination, job safety or health violations, criminal activity including theft, embezzlement, sabotage, arson, patient or elder abuse, and child abuse.

Additionally, should an employer seek to use such a report to take any action against an employee, the employer must inform the employee that a report was prepared as well as the nature and scope of the report.

This is important legislation that should be considered early in the next session of Congress. I urge my colleagues to join as cosponsors and push for speedy passage of this bill to reduce crime and provide safer workplaces.

TRIBUTE TO DR. TOMMY J. DORSEY

HON. JAMES E. CLYBURN

OF SOUTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, November 16, 1999

Mr. CLYBURN. Mr. Speaker, I rise today to pay tribute to Dr. Tommy J. Dorsey for his outstanding contributions to his community, particularly through the Meharry Medical College Benefit Golf Tournament.

The Meharry Medical College Benefit Golf Tournament began in Orlando, Florida, in December of 1991 to raise funds to support Meharry Medical College and its needy students. With golf participants in its first event, the tournament raised \$10,000 for the college. In its second year, the tournament drew 120 golfers, and continues to grow yearly. To date, the tournament has raised over \$100,000 for the college and its students.

Dr. Dorsey is one of the very distinguished alumni of the Meharry Medical College School of Dentistry. He graduated from Jones High School in 1961, and attended Fisk University where he received a B.A. in Biology. He then attended Meharry Medical College for 4 years where he received his D.D.S.

Dr. Dorsey served as a Lieutenant in the Navy from 1969-1971, and was awarded a Navy Commendation Medal in Human Relations. After his stint in the service, Dr. Dorsey served as the Chief Family Dentist at the Neighborhood Family Health Center of Miami for 4 years. In 1975, Dr. Dorsey went into private practice in Orlando, where he continues to work today.

Dr. Dorsey has held many positions in his community, and has been recognized for his service and dedication on many occasions. He founded and served as Executive Director of the Orlando Minority Youth Golf Association in 1991, he has served as the Vice Chairman of Orange County Membership Mission and Review Board, a member of the Community Development and Youth Service Board, President of the Orlando Alumni Chapter of Meharry Medical College, member of the Board of Trustees at Meharry Medical College, and was chosen as the 1994 Alumnus of the Year from Meharry Medical College. Dr. Dorsey also received the Winter Park Alumni Chapter Community Service Award from Kappa Alpha Psi Fraternity, Inc., in 1996, the Omega Psi Phi Outstanding Service Award in 1997, the Tiger Woods Foundation and The Minority Golf Association Recognition Award in 1997, the Orange County Classroom Teachers Association Martin Luther King, Jr. Award in 1998, the Orlando Alumni Chapter of the Year Award in 1998, and the Star 94.5 Home Town Hero Recognition.

Dr. Dorsey is a member of Omega Psi Phi Fraternity, Inc., he is a Prince Hall Affiliated Mason, a member of the Noble of the Ancient and Arabic Order of the Mystic Shrine, and a member of BETA XI BOULE—Sigma Pi Phi Fraternity, Inc.

Mr. Speaker, I ask you to join with me in honoring Dr. Tommy J. Dorsey for his outstanding community involvement, and in wishing him continued success with the Meharry Medical College Benefit Golf Tournament.